

**TABLE 3.11 - B**  
**SUMMARY OF DISPARITY RESULTS**  
**BASED ON THE NUMBER OF PRIME CONTRACTOR PROJECTS AND DOLLARS FOR THE**  
**STATE OF TEXAS DEPARTMENT OF CRIMINAL JUSTICE**  
**PROGRAM PERIOD <sup>1</sup>**

Race/Sex Group	Percent of Projects			Percent of Dollars		
	Utilization	Availability	Disparity Ratio <sup>2</sup>	Utilization	Availability	Disparity Ratio <sup>2</sup>
	(Percent)	(Percent)		(Percent)		
	(1)	(2)	(3)	(4)	(5)	(6)
<b>Construction</b>						
African American	0.3 %	4.9 %	5.3 *	0.0 %	3.0 %	0.0
Hispanic	3.0	11.9	25.1 *	1.2	12.0	10.3
Asian and Other Minorities <sup>3</sup>	0.5	1.0	50.0	3.3	1.3	259.8
Minority Subtotal	3.8	17.9	21.1 *	4.5	16.3	27.9
Caucasian Women	5.0	8.5	59.3 *	2.5	5.9	42.9
Total HUB	8.8	26.4	33.3 *	7.1	22.2	31.9
<b>Professional Services</b>						
African American	0.1	1.4	4.4 *	0.0	1.8	0.6
Hispanic	0.4	3.2	11.8 *	0.7	4.5	14.8
Asian and Other Minorities <sup>3</sup>	5.3	4.0	133.7	13.5	1.9	720.2
Minority Subtotal	5.8	8.6	67.2 *	14.2	8.2	173.6
Caucasian Women	0.4	9.5	4.6 *	0.0	12.7	0.3 *
Total HUB	6.2	18.0	34.4 *	14.3	20.9	68.4
<b>Other Services</b>						
African American	0.1	4.2	1.9 *	0.1	2.4	2.5 *
Hispanic	2.3	4.9	47.2 *	0.4 <sup>2</sup>	4.1	9.5 *
Asian and Other Minorities <sup>3</sup>	0.0	1.5	0.0 *	0.0	1.7	0.0 *
Minority Subtotal	2.4	10.6	22.6 *	0.5	8.2	5.5 *
Caucasian Women	11.4	11.1	102.9	4.3	11.3	37.7 *
Total HUB	13.8	21.7	63.7 *	4.7	19.6	24.0 *
<b>Commodity Purchasing</b>						
African American	0.4	0.9	43.6 *	0.1	0.7	20.3
Hispanic	2.0	2.3	89.8 *	1.7	2.4	70.5
Asian and Other Minorities <sup>3</sup>	1.9	1.1	177.4	0.7	1.1	66.1
Minority Subtotal	4.3	4.3	101.4	2.6	4.2	61.0
Caucasian Women	10.0	7.4	134.0	3.7	7.1	51.8 *
Total HUB	14.3	11.7	122.2	6.2	11.3	55.3 *

Notes: This table summarizes HUB utilization, availability and resulting disparities for the State of Texas Department of Criminal Justice during the State's program period. Utilization estimates are based on agency payment/procurement data. Availability estimates are based on 1990 HUB availability. An asterisk (\*) indicates that the disparity is statistically significant at the five percent level or better.

<sup>1</sup> The Program Period extends from September 1, 1991 to August 31, 1994.

<sup>2</sup> The Disparity Ratio figures shown may not reflect precisely utilization divided by availability due to rounding errors. Certain figures round to zero.

<sup>3</sup> Asians and Other Minorities include: Asian Indian, Chinese, Japanese, Korean, Vietnamese, Filipino, Hawaiian, other Asian or Pacific Islander, Aleut, Eskimo and American Indian.

Sources: Column (1),(4): State of Texas central payment data (FY 89 - FY 93).

Column (2),(5): 1987 Census of Minority and Women-Owned Businesses.

1990 County Business Patterns.

Estimates of 1990 HUB availability were calculated by applying the growth in minority and female self-employment between 1987 and 1990 using Current Population Survey and Census of Population and Housing data.

**TABLE 3.11 - B**  
**SUMMARY OF DISPARITY RESULTS**  
**BASED ON THE NUMBER OF PRIME CONTRACTOR PROJECTS AND DOLLARS FOR THE**  
**STATE OF TEXAS GENERAL SERVICE COMMISSION**  
**PROGRAM PERIOD <sup>1</sup>**

Race/Sex Group	Percent of Projects			Percent of Dollars		
	Utilization	Availability	Disparity Ratio <sup>2</sup>	Utilization	Availability	Disparity Ratio <sup>2</sup>
	(Percent)	(Percent)		(Percent)		
	(1)	(2)	(3)	(4)	(5)	(6)
<b>Construction</b>						
African American	0.7 %	2.1 %	31.4 *	1.1 %	2.3 %	46.5
Hispanic	10.6	24.6	43.2 *	1.3	14.1	9.5
Asian and Other Minorities <sup>3</sup>	0.0	0.9	0.0 *	0.0	0.9	0.0
Minority Subtotal	11.3	27.6	40.9 *	2.4	17.2	13.8
Caucasian Women	11.9	13.2	90.6	2.9	7.6	38.5
Total HUB	23.2	40.8	57.0 *	5.3	24.8	21.4
<b>Professional Services</b>						
African American	--	--	--	--	--	--
Hispanic	--	--	--	--	--	--
Asian and Other Minorities <sup>3</sup>	--	--	--	--	--	--
Minority Subtotal	--	--	--	--	--	--
Caucasian Women	--	--	--	--	--	--
Total HUB	--	--	--	--	--	--
<b>Other Services</b>						
African American	1.0	2.0	52.3 *	0.8	3.4	23.3
Hispanic	5.9	8.8	67.7 *	9.5	12.9	73.9
Asian and Other Minorities <sup>3</sup>	0.0	1.5	0.0 *	0.0	2.2	0.0
Minority Subtotal	7.0	12.3	56.9 *	10.3	18.5	55.8
Caucasian Women	15.6	15.6	100.4	19.8	21.3	92.9
Total HUB	22.6	27.8	81.2 *	30.1	39.9	75.6
<b>Commodity Purchasing</b>						
African American	0.5	0.7	69.7 *	0.3	0.8	31.0
Hispanic	2.2	3.4	65.5 *	0.9	3.2	27.6
Asian and Other Minorities <sup>3</sup>	2.4	1.2	204.3	3.7	1.4	263.1
Minority Subtotal	5.1	5.2	96.8	4.9	5.5	88.5
Caucasian Women	16.8	9.2	183.5	14.4	9.4	153.7
Total HUB	21.9	14.4	152.1	19.2	14.8	129.6

Notes: This table summarizes HUB utilization, availability and resulting disparities for the State of Texas General Service Commission during the State's pre-program period. Utilization estimates are based on agency payment/procurement data. Availability estimates are based on 1990 HUB availability. Data on professional services included too few contracts to report reliable results.

An asterisk (\*) indicates that the disparity is statistically significant at the five percent level or better.

<sup>1</sup> The Program Period extends from September 1, 1991 to August 31, 1994.

<sup>2</sup> The Disparity Ratio figures shown may not reflect precisely utilization divided by availability due to rounding errors. Certain figures round to zero at the two-digit level.

<sup>3</sup> Asians and Other Minorities include: Asian Indian, Chinese, Japanese, Korean, Vietnamese, Filipino, Hawaiian, other Asian or Pacific Islander, Aleut, Eskimo and American Indian.

Sources: Column (1),(4): State of Texas central payment data (FY 89 - FY 93).

Column (2),(5): 1987 Census of Minority and Women-Owned Businesses.

1990 County Business Patterns.

Estimates of 1990 HUB availability were calculated by applying the growth in minority and female self-employment between 1987 and 1990 using Current Population Survey and Census of Population and Housing data.

**TABLE 3.11 - B**  
**SUMMARY OF DISPARITY RESULTS**  
**BASED ON THE NUMBER OF PRIME CONTRACTOR PROJECTS AND DOLLARS FOR THE**  
**STATE OF TEXAS COMPTROLLER OF PUBLIC ACCOUNTS**  
**PROGRAM PERIOD <sup>1</sup>**

Race/Sex Group	Percent of Projects			Percent of Dollars		
	Utilization	Availability	Disparity Ratio <sup>2</sup>	Utilization	Availability	Disparity Ratio <sup>2</sup>
	(Percent)			(Percent)		
	(1)	(2)	(3)	(4)	(5)	(6)
<b>Construction</b>						
African American	0.8 %	2.8 %	29.2	9.6 %	2.2 %	432.3
Hispanic	10.7	20.1	53.2 *	7.5	38.9	19.3 *
Asian and Other Minorities <sup>3</sup>	0.0	1.2	0.0	0.0	1.3	0.0
Minority Subtotal	11.5	24.1	47.8 *	17.2	42.5	40.4
Caucasian Women	12.6	14.9	84.6	13.1	10.3	126.4
Total HUB	24.1	39.0	61.9 *	30.2	52.8	57.2
<b>Professional Services</b>						
African American	--	--	--	--	--	--
Hispanic	--	--	--	--	--	--
Asian and Other Minorities <sup>3</sup>	--	--	--	--	--	--
Minority Subtotal	--	--	--	--	--	--
Caucasian Women	--	--	--	--	--	--
Total HUB	--	--	--	--	--	--
<b>Other Services</b>						
African American	2.7	5.1	54.2 *	0.7	3.8	19.0
Hispanic	6.4	13.6	47.1 *	0.3	4.4	5.6
Asian and Other Minorities <sup>3</sup>	0.0	1.3	0.0 *	0.0	3.1	0.0
Minority Subtotal	9.1	20.0	45.7 *	1.0	11.3	8.5
Caucasian Women	10.5	14.3	73.8 *	3.2	33.4	9.7
Total HUB	19.7	34.3	57.4 *	4.2	44.7	9.4
<b>Commodity Purchasing</b>						
African American	1.3	1.0	128.2	0.4	0.6	70.5
Hispanic	7.2	3.4	210.8	1.8	1.9	97.3
Asian and Other Minorities <sup>3</sup>	12.1	2.0	597.5	3.7	1.2	296.8
Minority Subtotal	20.6	6.5	317.9	5.9	3.7	159.4
Caucasian Women	33.0	14.0	235.9	8.2	7.8	105.0
Total HUB	53.6	20.5	261.9	14.1	11.5	122.6

Notes: This table summarizes HUB utilization, availability and resulting disparities for the State of Texas Comptroller of Public Accounts during the State's program period. Utilization estimates are based on agency payment/procurement data. Availability estimates are based on 1990 HUB availability. Data on professional services included too few contracts to report reliable results.

An asterisk (\*) indicates that the disparity is statistically significant at the five percent level or better.

<sup>1</sup> The Program Period extends from September 1, 1991 to August 31, 1994.

<sup>2</sup> The Disparity Ratio figures shown may not reflect precisely utilization divided by availability due to rounding errors. Certain figures round to zero.

<sup>3</sup> Asians and Other Minorities include: Asian Indian, Chinese, Japanese, Korean, Vietnamese, Filipino, Hawaiian, other Asian or Pacific Islander, Aleut, Eskimo and American Indian.

Sources: Column (1),(4): State of Texas central payment data (FY 89 - FY 93).

Column (2),(5): 1987 Census of Minority and Women-Owned Businesses.

1990 County Business Patterns.

Estimates of 1990 HUB availability were calculated by applying the growth in minority and female self-employment between 1987 and 1990 using Current Population Survey and Census of Population and Housing data.

**TABLE 3.11 - B**  
**SUMMARY OF DISPARITY RESULTS**  
**BASED ON THE NUMBER OF PRIME CONTRACTOR PROJECTS AND DOLLARS FOR THE**  
**STATE OF TEXAS PARKS AND WILDLIFE DEPARTMENT**  
**PROGRAM PERIOD <sup>1</sup>**

Race/Sex Group	Projects			Percent of Dollars		
	Utilization	Availability	Disparity Ratio <sup>2</sup>	Utilization	Availability	Disparity Ratio <sup>2</sup>
	(Percent)	(Percent)		(Percent)	(Percent)	
	(1)	(2)	(3)	(4)	(5)	(6)
<b>Construction</b>						
African American	0.2 %	2.8 %	6.7 *	0.2 %	2.4 %	8.3
Hispanic	3.2	23.8	13.3 *	2.8	8.8	31.7
Asian and Other Minorities <sup>3</sup>	0.0	1.1	0.0 *	0.0	0.8	0.0
Minority Subtotal	3.3	27.7	12.1 *	3.0	12.0	24.9
Caucasian Women	5.3	12.2	43.7 *	3.4	7.7	44.2
Total HUB	8.7	39.9	21.7 *	6.4	19.7	32.5
<b>Professional Services</b>						
African American	--	--	--	--	--	--
Hispanic	--	--	--	--	--	--
Asian and Other Minorities <sup>3</sup>	--	--	--	--	--	--
Minority Subtotal	--	--	--	--	--	--
Caucasian Women	--	--	--	--	--	--
Total HUB	--	--	--	--	--	--
<b>Other Services</b>						
African American	0.3	1.8	15.3 *	0.1	2.1	5.2
Hispanic	3.4	10.4	32.9 *	0.9	9.6	9.2
Asian and Other Minorities <sup>3</sup>	0.0	1.0	0.0 *	0.0	1.7	0.0
Minority Subtotal	3.7	13.1	28.1 *	1.0	13.4	7.5
Caucasian Women	9.2	13.4	68.7 *	2.9	12.1	23.6
Total HUB	12.9	26.6	48.6 *	3.9	25.5	15.1
<b>Commodity Purchasing</b>						
African American	0.1	0.9	10.6 *	0.2	1.1	13.8
Hispanic	2.0	4.3	46.7 *	1.7	4.3	38.6
Asian and Other Minorities <sup>3</sup>	1.0	1.0	104.0	1.4	1.4	100.7
Minority Subtotal	3.1	6.1	51.1 *	3.2	6.8	47.7
Caucasian Women	7.8	10.5	73.8 *	6.6	8.1	81.6
Total HUB	10.9	16.7	65.5 *	9.8	14.8	66.1

Notes: This table summarizes HUB utilization, availability and resulting disparities for the State of Texas Parks and Wildlife Department during the State's program period. Utilization estimates are based on agency payment/procurement data. Availability estimates are based on 1990 HUB availability. Data on professional services included too few contracts to report reliable results.

An asterisk (\*) indicates that the disparity is statistically significant at the five percent level or better.

<sup>1</sup> The Program Period extends from September 1, 1991 to August 31, 1994.

<sup>2</sup> The Disparity Ratio figures shown may not reflect precisely utilization divided by availability due to rounding errors. Certain figures round to zero.

<sup>3</sup> Asians and Other Minorities include: Asian Indian, Chinese, Japanese, Korean, Vietnamese, Filipino, Hawaiian, other Asian or Pacific Islander, Aleut, Eskimo and American Indian.

Sources: Column (1),(4): State of Texas central payment data (FY 89 - FY 93).

Column (2),(5): 1987 Census of Minority and Women-Owned Businesses.

1990 County Business Patterns.

Estimates of 1990 HUB availability were calculated by applying the growth in minority and female self-employment between 1987 and 1990 using Current Population Survey and Census of Population and Housing data.

**TABLE 3.12 - B**  
**SUMMARY OF DISPARITY RESULTS**  
**BASED ON THE UNIVERSITY PAYMENT DATA FOR THE**  
**UNIVERSITY OF TEXAS SYSTEM**  
**THE PROGRAM PERIOD <sup>1</sup>**

Race/Sex Group	Percent of Vendors			Percent of Dollars		
	Utilization	Availability	Disparity Ratio <sup>2</sup>	Utilization	Availability	Disparity Ratio <sup>2</sup>
	(Percent)	(Percent)	(3)	(Percent)	(Percent)	(6)
<b>Construction</b>	(1)	(2)	(3)	(4)	(5)	(6)
African American	0.30 %	1.80 %	16.11 *	0.10 % <sup>2</sup>	2.20 %	2.72
Hispanic	5.40	16.90	32.09 *	4.10	28.60	14.42 *
Asian and Other Minorities <sup>3</sup>	0.30	0.90	31.18	0.00	0.70	1.41
Minority Subtotal	6.00	19.70	30.59 *	4.20	31.50	13.30 *
White Women	12.40	11.60	106.72	8.00	10.00	79.48
Total HUB	18.40	31.30	58.86 *	12.20	41.50	29.30 *
<b>Professional Services</b>						
African American	0.00	1.40	0.00	0.00	1.60	0.00
Hispanic	1.30	4.40	28.97	0.10	15.40	0.91
Asian and Other Minorities <sup>3</sup>	5.30	1.80	298.87	0.10	0.80	14.29
Minority Subtotal	6.50	7.60	86.53	0.30	17.80	1.41
White Women	1.30	12.60	9.99 *	0.10	11.90	0.67
Total HUB	7.80	20.20	38.70 *	0.30	29.70	1.11
<b>Other Services</b>						
African American	0.40	2.20	16.07 *	0.10	2.30	5.65
Hispanic	4.20	7.10	59.63 *	2.00	7.70	26.27 *
Asian and Other Minorities <sup>3</sup>	0.80	2.00	41.38 *	0.30	1.70	17.06
Minority Subtotal	5.50	11.40	47.85 *	2.50	11.70	20.96 *
White Women	13.70	16.90	80.72 *	7.50	15.00	50.17 *
Total HUB	19.10	28.30	67.46 *	9.90	26.60	37.31 *
<b>Commodity Purchasing</b>						
African American	0.70	1.10	65.71 *	0.30	0.60	51.67
Hispanic	3.30	4.50	72.63 *	1.80	3.50	49.86
Asian and Other Minorities <sup>3</sup>	2.20	1.80	123.43	1.50	1.30	118.25
Minority Subtotal	6.10	7.30	83.77 *	3.60	5.40	66.17
White Women	9.80	11.10	88.70 *	6.00	8.70	68.47
Total HUB	16.00	18.40	86.73 *	9.50	14.10	67.66 *

Notes: This table summarizes HUB utilization, availability and resulting disparities for the State of Texas during the State's pre-program period. An asterisk (\*) indicates that the disparity is statistically significant at the five percent level or better.

<sup>1</sup> The Pre-Program Period extends from September 1, 1989 to August 31, 1991.

<sup>2</sup> The Disparity Ratio figures shown may not reflect precisely utilization divided by availability due to rounding errors. Certain figures round to zero at the two-digit level.

<sup>3</sup> Asians and Other Minorities include: Asian Indian, Chinese, Japanese, Korean, Vietnamese, Filipino, Hawaiian, other Asian or Pacific Islander, Aleut, Eskimo and American Indian.

Sources: Column (1),(4): University payment data (FY 89 - FY 93).

Column (2),(5): 1987 Census of Minority and Women-Owned Businesses.  
1990 County Business Patterns.

Estimates of 1990 HUB availability were calculated by applying the growth in minority and female self-employment between 1987 and 1990 using Current Population Survey and Census of Population and Housing data.

**TABLE 3.12 - B**  
**SUMMARY OF DISPARITY RESULTS**  
**BASED ON THE UNIVERSITY PAYMENT DATA FOR**  
**TEXAS A&M AT COLLEGE STATION**  
**THE PROGRAM PERIOD <sup>1</sup>**

Race/Sex Group	Percent of Vendors			Percent of Dollars		
	Utilization	Availability	Disparity Ratio <sup>2</sup>	Utilization	Availability	Disparity Ratio <sup>2</sup>
	(Percent)	(Percent)		(Percent)		
	(1)	(2)	(3)	(4)	(5)	(6)
<b>Construction</b>						
African American	0.30 %	2.10 %	13.62 *	0.00 % <sup>2</sup>	3.00 %	0.00
Hispanic	3.80	8.10	46.86 *	2.60	13.30	19.25
Asian and Other Minorities <sup>3</sup>	1.20	1.40	82.52	31.40	0.70	4,421.13
Minority Subtotal	5.30	11.70	45.25 *	33.90	17.00	199.88
White Women	8.60	10.10	85.53	2.10	8.00	26.01
Total HUB	13.90	21.80	63.84 *	36.00	24.90	144.84
<b>Professional Services</b>						
African American	0.20	1.30	14.73 *	0.00	0.80	0.00
Hispanic	1.00	6.90	13.73 *	0.20	3.30	5.22
Asian and Other Minorities <sup>3</sup>	0.00	4.10	0.00 *	0.00	3.90	0.00
Minority Subtotal	1.10	12.30	9.16 *	0.20	8.00	2.26
White Women	0.80	9.00	8.44 *	0.30	8.80	2.95
Total HUB	1.90	21.30	8.86 *	0.40	16.80	2.56
<b>Other Services</b>						
African American	0.30	2.70	10.57 *	0.80	2.30	32.61
Hispanic	2.70	6.40	41.59 *	0.20	3.20	5.31
Asian and Other Minorities <sup>3</sup>	0.40	2.10	18.84 *	0.10	3.20	3.77
Minority Subtotal	3.30	11.10	29.92 *	1.00	8.70	11.98
White Women	10.70	15.70	68.11 *	3.40	11.50	29.81
Total HUB	14.10	26.90	52.29 *	4.50	20.20	22.16
<b>Commodity Purchasing</b>						
African American	0.30	1.40	23.40 *	0.20	1.10	21.70
Hispanic	2.30	4.10	56.45 *	1.10	2.80	39.43
Asian and Other Minorities <sup>3</sup>	1.70	2.10	80.19	0.60	1.50	37.66
Minority Subtotal	4.30	7.60	56.79 *	1.90	5.40	35.25 *
White Women	7.90	9.50	83.21 *	5.70	8.40	68.34
Total HUB	12.20	17.10	71.41 *	7.60	13.80	55.38 *

Notes: This table summarizes HUB utilization, availability and resulting disparities for the State of Texas during the State's pre-program period. An asterisk (\*) indicates that the disparity is statistically significant at the five percent level or better.

<sup>1</sup> The Pre-Program Period extends from September 1, 1989 to August 31, 1991.

<sup>2</sup> The Disparity Ratio figures shown may not reflect precisely utilization divided by availability due to rounding errors. Certain figures round to zero at the two-digit level.

<sup>3</sup> Asians and Other Minorities include: Asian Indian, Chinese, Japanese, Korean, Vietnamese, Filipino, Hawaiian, other Asian or Pacific Islander, Aleut, Eskimo and American Indian.

Sources: Column (1),(4): University payment data (FY 89 - FY 93).

Column (2),(5): 1987 Census of Minority and Women-Owned Businesses.

1990 County Business Patterns.

Estimates of 1990 HUB availability were calculated by applying the growth in minority and female self-employment between 1987 and 1990 using Current Population Survey and Census of Population and Housing data.

## **APPENDIX C**

## **Appendix C**

### **Disparity Study Procurement Categories**

#### **Professional Services**

<b>Object Code</b>	<b>Description</b>
7245	Financial and Accounting Services
7248	Medical Services
7256	Architecture/Engineering Services
7298	Surveying Services

#### **Construction**

<b>Object Code</b>	<b>Description</b>
7266	Maintenance and Repair-Buildings
7270	Maintenance and Repair-Roads and Highways
7328*	Supplies/Materials-Agriculture, Construction, Hardware Commodities
7341	Construction of Buildings
7343	Remodelling of Buildings-State Owned
7346	Construction/Improvements of Grounds and Land
7347	Construction of Highways
7349	Construction of Roads

#### **Commodities**

<b>Object Code</b>	<b>Description</b>
7300	Consumables
7302	Computer Consumables
7304	Fuels and Lubricants
7307	Aircraft-Fuels and Lubricants
7309	Promotional Items
7310	Chemicals and Gases



7312	Medical Supplies
7315	Food Purchased for by the State
7316	Food Purchased for Wards of the State
7322	Personal Items-Wards of the State
7325	Services for Wards of the State
7328	Supplies/Materials-Agriculture, Construction, Hardware
7330	Parts-Furnishings and Equipment
7331	Plants
7333	Fabrics and Linens
7334	Furnishings and Equipment-Not inventoried or Capitalized
7335	Computer Parts-Furn. and Equip. Not Inventoried or Capitalized
7351	Lease/Purchase-Motor Vehicles/Passenger
7352	Lease/Purchase-Motor Vehicles/Other
7371	Purchase of Motor Vehicles-Passenger Cars
7372	Purchase of Motor Vehicles-Other
7373	Purchase of Furnishings and Equipment- Capitalized
7374	Purchase of Furnishings and Equipment- Inventoried
7375	Purchase of Aircraft
7376	Lease/Purchase of Furnishing and Equipment
7378	Purchase of computer Equipment-Inventoried, not Capitalized
7379	Purchase of Computer Equipment-Capitalized
7380	Purchase of Computer Software
7384	Purchase of Animals-Non-capitalized
7385	Lease Purchase of Computer Equipment
7386	Purchase of Animals-Capitalized
7387	Purchase of Computer Software-Capitalized
7391	Central Supply Retail Store

7393	Merchandise Purchased for Resale
7394	Raw Material Purchases
7406	Rental of Furnishings and Equipment
7411	Rental of computer Equipment
7415	Rental of Computer Software
7442	Rental of Motor Vehicles
7445	Rental of Aircraft
7449	Rental of Marine Equipment
7510	Telecommunications-Parts and Supplies
7519	Lease Purchase of Telecommunication Equipment
7520	Telecommunications-Equipment Purchased- Capitalized
7522	Telecommunications-Equipment Rental
7523	Telecommunications-Equipment Purchased Inventoried

#### **Other Services**

<b>Object Codes</b>	<b>Description</b>
7204	Insurance Premiums
7205	Employee Bonds
7211	Awards
7216	Insurance Premiums-Approved by Board of Insurance
7239	Consultant Services-Approval by the Governor
7240	Consultant Services-Other
7242	Consultant Services-Computer
7243	Educational/Training Services
7246	Legal Services
7249	Veterinary Services
7253	Other Professional Services
7255	Investment Counseling Services

7257	Legal Services-Approval by State Admin. Hearings
7259	Race Track Officials
7260	Maintenance and Repair-Furnishings and Equipment
7262	Maintenance and Repair-Computer Software
7263	Maintenance and Repair-Aircraft
7267	Maintenance and Repair-Computer Equipment
7271	maintenance and Repair-Grounds and Land
7272	Hazardous Waste Disposal Services
7273	Reproduction and Printing Services
7274	Temporary Employment Agencies
7275	Computer Programming Services
7277	Cleaning Services
7281	Advertising Services
7284	Data Processing Services
7286	Freight/Delivery Services
7299	Purchased Contracted Services
7514	Telecommunications-Maintenance and Repair
7516	Telecommunications-Other Service Charges

**Object Code Categories Not Included:**

Benefits, claims and judgments, Interfund Transfer/Other, Intergovernmental Payments, Investments, Other Expenses (7071-7224 and 7686-7806), Payment of Interest, Payment of Principal, Public Assistance Payments, Rental and Leases, Salaries and Wages, and Travel.

## **APPENDIX D**

# APPENDIX D

## STATE OF TEXAS CAPACITY/DISPARITY STUDY M/WBE DIRECTORIES COLLECTED

Directory Name	Agencies/Organizations Included in Directory	Cities Included In Directory
Texas General Services Commission HUB Directory	Amarillo International Airport Amarillo Transportation Authority City of Amarillo City of Corpus Christi City of Waco Edinburg Chamber of Commerce Harlingen Chamber of Commerce SBA Harlingen District SDC-Kingsville	Amarillo Amarillo Amarillo Corpus Christi Waco Edinburg Harlingen Harlingen Kingsville
Bexar Master Directory	Bexar County	San Antonio
Minority Business Resource Guide 1993	American Indian Chamber of Commerce Asian American Chamber of Commerce Dallas Black Chamber of Commerce Dallas Hispanic Chamber of Commerce Greater Dallas Chamber of Commerce	Dallas Dallas Dallas Dallas Dallas
San Antonio Hispanic and Minority Database	San Antonio Hispanic Chamber of Commerce	San Antonio
Business Research Services M/WBE Directory (A)	Business Research Services, Inc. (A)	Statewide
Business Research Services M/WBE Directory (B)	Business Research Services, Inc. (B)	Statewide
North Central Texas Reg. Cert. Agency M/WBE List	City of Arlington City of Dallas City of Fort Worth City of Grand Prairie City of Plano City of Richardson Dallas County Dallas County Hospital District Dallas County MHMR Center Dallas Housing Authority Dallas Independent School District DART DFW International Airport Ft. Worth Trans Authority Tarrant County Hospital District	Arlington Dallas Ft. Worth Grand Prairie Plano Richardson Dallas Dallas Dallas Dallas Dallas Dallas Dallas DFW Airport Ft. Worth Ft. Worth
City of San Antonio M/WBE Directory	City of San Antonio San Antonio International Airport	San Antonio San Antonio
City of Houston M/WBE List	City of Houston	Houston
Houston M/WBE Directory 1993/1994	Houston Minority Development Council	Houston
City of Austin OMBA Certified Vendors List (A)	City of Austin (A)	Austin
City of Austin OMBA Certified Vendors List (B)	City of Austin (B)	Austin
Texas Dept. of Transportation DBE Directory	Texas Department of Transportation	Statewide
Dallas County Community College M/WBE Vendor List	Dallas County Community College	Mesquite
Tarrant County DBE Vendor List	Tarrant County	Ft. Worth
City of El Paso DBE Vendors	City of El Paso El Paso International Airport El Paso SunMetro Transit Authority Brownsville/South Texas Chamber UTPanam School of Business	El Paso El Paso El Paso Brownsville Edinburg
UT Pan American M/WBE Directory	City of Lubbock	Lubbock
City of Lubbock MBE Vendor List	SBA San Antonio District Houston Transit Authority Greater Dallas Hispanic Chamber of Commerce San Antonio Transit Authority Citizens Coalition for Economic Development Midland Black Chamber of Entrepreneurs Midland Chamber of Commerce Midland College Midland Hispanic Chamber of Commerce UTPB--Small Bus Devel Center	San Antonio Houston Dallas San Antonio Midland Midland Midland Midland Midland Midland
SBA San Antonio District 8(a) Company Portfolio		
Houston Transit Authority Minority Supplier List		
Greater Dallas Hispanic Chamber of Commerce Member List		
San Antonio Transit Authority DBE List		
Minority and Women-Owned Business Directory		
Ft. Worth Hispanic Chamber of Commerce Member List	Ft. Worth Hispanic Chamber of Commerce	Ft. Worth
City of Abilene M/WBE Directory	Abilene Regional Airport City of Abilene	Abilene Abilene

## APPENDIX D

### STATE OF TEXAS CAPACITY/DISPARITY STUDY M/WBE DIRECTORIES COLLECTED

Directory Name	Agencies/Organizations Included in Directory	Cities Included In Directory
Ft. Worth Metro Black Chamber Member Roster	Ft. Worth Metro Black Chamber	Ft. Worth
Victoria Hispanic Chamber of Commerce Member List	Victoria Hispanic Chamber of Commerce	Victoria
City of Beaumont MBE List	City of Beaumont	Beaumont
CentABB Business Roster	Central Texas Assoc. of Black Businesses	Killeen
NEDA Business Consultant Client List	NEDA Business Consultant	El Paso
Austin Hispanic Chamber of Commerce Member List	Austin Hispanic Chamber of Commerce	Austin
Capital Metro DBE/WBE Source List	Austin Transit Authority	Austin
AGC--Houston M/WBE Members List	Assoc. Gen. Contractors of America--Houston	Houston
Asian American Chamber of Commerce Member List	Asian American Chamber of Commerce	Dallas
Golden Triangle Minority Business Council Member List	Golden Triangle Minority Business Council	Beaumont
CARA, Inc. List of Clients	CARA	Laredo
AMTRAK Minority Vendor List	Nat'l RR Passenger Corp. AMTRAK	Statewide
Corpus Christi Transit Authority DBE Contractor List	Corpus Christi Transit Authority	Corpus Christi
Ft. Worth MHMR Minority Vendor List	Ft. Worth MHMR	Ft. Worth
Corpus Christi International Airport DBE List	Corpus Christi International Airport	Corpus Christi
City of Longview Minority Vendor List	City of Longview	Longview
City of Corpus Christi Engineering Dept. Minority Bid List	City of Corpus Christi--Engineering Dept.	Corpus Christi
City of Port Arthur Minority Vendor List	City of Port Arthur	Port Arthur
SBA El Paso District 8(a) Portfolio	SBA El Paso District	El Paso
City of Victoria HUB Directory	City of Victoria	Victoria
SBA Corpus Christi 8(a) Contractors	SBA Corpus Christi	Lower Ro Grande Valley
City of Lewisville Minority Bidders List	City of Lewisville	Lewisville
Southside Chamber of Commerce Member List	Southside Chamber of Commerce	San Antonio
Nat'l Assoc of Women in Construction Member List	Nat'l Assoc of Women in Construction	Ft. Worth
City of Port Arthur Transit Authority DBE List	City of Port Arthur--Transit Authority	Port Arthur
SBA Lubbock District 8(a) Firms	SBA Lubbock	Lubbock

## **APPENDIX E**

## **TWO-DIGIT STANDARD INDUSTRIAL CODES (SIC)**

- 01 Agricultural production
- 02 Agricultural production
- 07 Agricultural Services
- 08 Forestry
- 09 Fishing, Hunting, and Trapping
- 10 Metal Mining
- 12 Coal Mining
- 13 Oil and Gas Extraction
- 14 Mining and Quarrying of Nonmetallic Minerals
- 15 Building Construction
- 16 Heavy Construction
- 17 Construction-Special Trade
- 20 Food and Kindred Products
- 21 Tobacco Products
- 22 Textile Mill Products
- 23 Apparel and Other Finished Products
- 24 Lumber and Wood Products, Except Furniture
- 25 Furniture and Fixtures
- 26 Paper and Allied Products
- 27 Printing, Publishing and Allied Industries
- 28 Chemicals and Allied Products
- 29 Petroleum Refining and Related Industries
- 30 Rubber and Miscellaneous Plastics Products
- 31 Leather and Leather Products
- 32 Stone, Clay, Glass and Concrete Products
- 33 Primary Metal Industries
- 34 Fabricated Metal Products, Except Machinery
- 35 Industrial and Commercial Machinery and Computer Equipment
- 36 Electronic and Other Electrical Equipment and Components, Except Computer Equipment
- 37 Transportation Equipment
- 38 Measuring, Analyzing, and Controlling instruments
- 39 Miscellaneous Manufacturing
- 40 Railroad Transportation
- 41 Local and Suburban Transit
- 42 Motor Freight Transportation and Warehousing
- 43 United States Postal Service
- 44 Water Transportation
- 45 Transportation by Air
- 46 Pipelines, Except Natural Gas
- 47 Transportation Services
- 48 Communications
- 49 Electric, Gas and Sanitary Services
- 50 Wholesale Trade - Durable Goods
- 51 Wholesale Trade - Nondurable Goods
- 52 Building Materials, Hardware, and Mobile Home Dealers
- 53 General Merchandise Stores
- 54 Food Stores
- 55 Automotive Dealers and Gasoline Service Stations
- 56 Apparel and Accessory Stores
- 57 Home Furniture, Furnishings, and Equipment Stores
- 58 Eating and Drinking Places
- 59 Miscellaneous Retail
- 60 Depository Institutions
- 61 Nondepository Credit Institutions
- 62 Security and Commodity Brokers, Dealers, Exchanges, and Services
- 63 Insurance Carriers
- 64 Insurance Agents, Brokers, and Service
- 65 Real Estate
- 67 Holding and Other Investment Offices
- 70 Hotels, Rooming Houses, Camps, and other lodging



## **TWO-DIGIT STANDARD INDUSTRIAL CODES (SIC)**

- 72 Personal Services**
- 73 Business Services**
- 75 Automotive Repair, Services, and Parking**
- 76 Miscellaneous Repair Services**
- 78 Motion Pictures**
- 79 Amusement and Recreation Services**
- 80 Health Services**
- 81 Legal Services**
- 82 Educational Services**
- 83 Social Services**
- 84 Museums, Art Galleries, and Botanical and Zoological Gardens**
- 86 Membership Organizations Business, and civic and social associations**
- 87 Engineering, Accounting, Research, Management and Related Services**
- 89 Miscellaneous Services**
- 91 Executive, Legislative, and General Government, Except Finance**
- 92 Justice and Public Order**
- 93 Public Finance, Taxation, and Monetary Policy**
- 94 Administration of Human Resource Programs**
- 95 Administration of Environmental Quality and Housing Programs**
- 96 Administration of Economic Programs**
- 97 National Security and International Affairs**
- 99 Nonclassifiable Establishments**

## **APPENDIX F**

Model: MODEL1

Dependent Variable: NEWEARN

## Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	24	552.31271	23.01303	22.551	0.0001
Error	3323	3391.15394	1.02051		
C Total	3347	3943.46665			
Root MSE	1.01020	R-square	0.1401		
Dep Mean	9.78544	Adj R-sq	0.1338		
C.V.	10.32353				

## Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob >  T
INTERCEP	1	8.167391	0.15783176	51.747	0.0001
MALE	1	0.451200	0.08230477	5.482	0.0001
BLACK	1	-0.409352	0.11753981	-3.483	0.0005
ASIAN	1	-0.374284	0.23156861	-1.616	0.1061
HISP	1	-0.365545	0.05407000	-6.761	0.0001
OTHERS	1	-0.747444	0.22167475	-3.372	0.0008
SPOUSE	1	0.292332	0.04538590	6.441	0.0001
MENGLISH	1	0.485539	0.09384821	5.174	0.0001
MDISABLI	1	-0.449625	0.08416935	-5.342	0.0001
MMOBILLI	1	0.029552	0.26980149	0.110	0.9128
MPERSCAR	1	-0.134201	0.13416781	-1.000	0.3173
MCITIZEN	1	-0.019697	0.08390140	-0.235	0.8144
AGE2429	1	0.399038	0.10901115	3.661	0.0003
AGE3034	1	0.486516	0.10494729	4.636	0.0001
AGE3539	1	0.481966	0.10557111	4.565	0.0001
AGE4044	1	0.590042	0.10662726	5.534	0.0001
AGE4549	1	0.646181	0.10900246	5.928	0.0001
AGE5054	1	0.635782	0.11190143	5.682	0.0001
AGE5559	1	0.498542	0.11767287	4.237	0.0001
AGE6T60	1	0.239198	0.11897048	2.011	0.0445
COLLESS	1	0.207756	0.04123446	5.038	0.0001
COLLGRAD	1	0.495165	0.05859791	8.450	0.0001
MAST	1	0.505787	0.13106801	3.859	0.0001
PROF	1	0.339619	0.35873952	0.947	0.3439
DOCT	1	0.399902	0.32152638	1.244	0.2137

Construction  
Both Sexes

Model: MODEL1  
Dependent Variable: NEWEARN

## Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	24	1535.22679	63.96778	55.415	0.0001
Error	7823	9030.47947	1.15435		
C Total	7847	10565.70627			
Root MSE		1.07441	R-square	0.1453	
Dep Mean		9.88359	Adj R-sq	0.1427	
C.V.		10.87061			

## Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob >  T
INTERCEP	1	8.269038	0.11260106	73.437	0.0001
MALE	1	0.614535	0.02894730	21.229	0.0001
BLACK	1	-0.475139	0.08398049	-5.658	0.0001
ASIAN	1	-0.086981	0.07003382	-1.242	0.2143
HISP	1	-0.369882	0.03967081	-9.324	0.0001
OTHERS	1	-0.006044	0.21144033	-0.029	0.9772
SPOUSE	1	0.212051	0.03214161	6.597	0.0001
MENGLISH	1	0.289709	0.07407504	3.911	0.0001
MDISABLI	1	-0.517282	0.05795127	-8.926	0.0001
MMOBILLI	1	0.040811	0.13835153	0.295	0.7680
MPERSCAR	1	0.016102	0.07874111	0.204	0.8380
MCITIZEN	1	0.073442	0.05819077	1.262	0.2070
AGE2429	1	0.353379	0.08531815	4.142	0.0001
AGE3034	1	0.514971	0.08042257	6.403	0.0001
AGE3539	1	0.583723	0.07924958	7.366	0.0001
AGE4044	1	0.609304	0.07937440	7.676	0.0001
AGE4549	1	0.647376	0.07979121	8.113	0.0001
AGE5054	1	0.645399	0.08155280	7.914	0.0001
AGE5559	1	0.546081	0.08241477	6.626	0.0001
AGE6160	1	0.389158	0.08012009	4.857	0.0001
COLLESS	1	0.230676	0.02926632	7.882	0.0001
COLLGRAD	1	0.421573	0.03395406	12.416	0.0001
MAST	1	0.366060	0.06426237	5.696	0.0001
PROF	1	0.520410	0.12342880	4.216	0.0001
DOCT	1	0.341867	0.18566011	1.841	0.0656

Commodities  
Both Sexes

Model: MODEL1  
Dependent Variable: NEWERN

## Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	24	7073.85566	294.74399	250.108	0.0001
Error	12516	14749.68310	1.17847		
C Total	12540	21823.53875			
Root MSE	1.08557	R-square	0.3241		
Dep Mean	10.01350	Adj R-sq	0.3228		
C.V.	10.84109				

## Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob >  T
INTERCEP	1	7.915952	0.09425958	83.980	0.0001
MALE	1	0.626131	0.02174371	28.796	0.0001
BLACK	1	-0.343497	0.04786120	-7.177	0.0001
ASIAN	1	-0.097795	0.06994347	-1.398	0.1621
HISP	1	-0.283644	0.03234296	-8.770	0.0001
OTHERS	1	-0.318467	0.18947792	-1.681	0.0928
SPOUSE	1	0.102124	0.02380716	4.290	0.0001
MENGLISH	1	0.379424	0.07479817	5.073	0.0001
MDISABL1	1	-0.338866	0.04992530	-6.787	0.0001
MMOBILL1	1	0.160340	0.14715487	1.090	0.2759
MPERSCAR	1	0.041884	0.07041168	0.595	0.5520
MCITIZEN	1	0.053154	0.05383085	0.987	0.3234
AGE2429	1	0.509608	0.06695038	7.612	0.0001
AGE3034	1	0.641402	0.06361784	10.082	0.0001
AGE3539	1	0.770114	0.06291498	12.241	0.0001
AGE4044	1	0.848530	0.06307013	13.454	0.0001
AGE4549	1	0.891563	0.06371604	13.993	0.0001
AGE5054	1	0.892090	0.06574962	13.568	0.0001
AGE5559	1	0.775761	0.06755610	11.483	0.0001
AGEGT60	1	0.583592	0.06591764	8.853	0.0001
COLLESS	1	0.309922	0.02613936	11.857	0.0001
COLLGRAD	1	0.690061	0.02949023	23.400	0.0001
MAST	1	0.701929	0.04494328	15.618	0.0001
PROF	1	1.514672	0.03225139	46.965	0.0001
DOCT	1	1.205493	0.07247079	16.634	0.0001

Services  
Both Sexes

Model: MODEL1

Dependent Variable: NEWARN

## Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	22	44.92357	2.04198	1.545	0.0690
Error	138	182.37972	1.32159		
Total	160	227.30329			

  

Root MSE	1.14961	R-square	0.1976
Dep Mean	9.44609	Adj R-sq	0.0697
C.V.	12.17017		

NOTE: Model is not full rank. Least squares solutions for the parameters are not unique. Some statistics will be misleading. A reported DF of 0 or B means that the estimate is biased.  
 The following parameters have been set to 0, since the variables are a linear combination of other variables as shown.

PROF = 0

## Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob >  T
INTERCEP	1	6.877648	1.51471541	4.541	0.0001
BLACK	1	-1.018321	0.62900376	-1.619	0.1077
ASIAN	1	0.104269	1.19225074	-0.087	0.9304
HISP	1	-0.489809	0.54219442	-0.903	0.3679
OTHERS	1	0.470295	1.18900793	0.396	0.6931
SPOUSE	1	0.112230	0.22715075	0.494	0.6220
MENGLISH	1	2.129354	0.67437538	3.158	0.0020
MDISABLI	1	0.293297	0.57862808	0.507	0.6130
MMOBILLI	1	0.394015	0.87559200	0.450	0.6534
MPERSCAR	1	0.288870	0.78969978	0.366	0.7151
MCITIZEN	1	-0.348833	1.39891333	-0.249	0.8035
AGE2429	1	0.069503	0.66190043	0.105	0.9165
AGE3034	1	0.347793	0.63937879	0.544	0.5874
AGE3539	1	0.826079	0.62453052	1.323	0.1881
AGE4044	1	0.775024	0.61853931	1.253	0.2123
AGE4549	1	0.507700	0.63447593	0.800	0.4250
AGE5054	1	0.596106	0.65123801	0.915	0.3616
AGE5559	1	0.501728	0.70046389	0.716	0.4750
AGEGT60	1	0.996094	0.70929567	1.404	0.1625
COLLESS	1	0.308648	0.20810047	1.483	0.1403
COLLGRAD	1	0.426797	0.30345526	1.406	0.1618
MAST	1	2.593917	1.19890698	2.164	0.0322
PROF	0	0			
DOCT	1	-0.203817	1.17830102	-0.173	0.8629

Construction  
Women Only

Model: MODEL1

Dependent Variable: NEWEARN

## Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	23	116.01438	5.04410	3.875	0.0001
Error	1807	2352.37435	1.30181		
Total	1830	2468.38873			
Root MSE	1.14097	R-square	0.0470		
Dep Mean	9.38731	Adj R-sq	0.0349		
C.V.	12.15438				

## Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob >  T
INTERCEP	1	8.694801	0.24041141	36.166	0.0001
BLACK	1	-0.282894	0.17421588	-1.624	0.1046
ASIAN	1	0.028014	0.13563604	0.207	0.8364
HISP	1	-0.185710	0.08441305	-2.200	0.0279
OTHERS	1	0.058340	0.51811088	0.113	0.9104
SPOUSE	1	0.006193	0.06418970	0.096	0.9231
MENGLISH	1	0.124480	0.15912993	0.782	0.4342
MDISABLE	1	0.509050	0.14648235	-3.475	0.0005
MMOBILLI	1	-0.194130	0.28647263	-0.678	0.4981
MPERSCAR	1	0.085030	0.16192352	0.525	0.5996
MCITIZLN	1	0.019876	0.13126951	0.151	0.8797
AGE2429	1	0.278247	0.18031713	1.543	0.1230
AGE3034	1	0.358190	0.17271717	2.074	0.0382
AGE3539	1	0.527168	0.16835626	3.131	0.0018
AGE4044	1	0.514916	0.16701612	3.083	0.0021
AGE4549	1	0.513655	0.16783998	3.060	0.0022
AGE5054	1	0.500018	0.17064149	2.930	0.0034
AGE5559	1	0.455658	0.17523296	2.600	0.0094
AGE6160	1	0.313881	0.17118227	1.834	0.0669
COLLESS	1	0.258815	0.06260945	4.134	0.0001
COLLGRAD	1	0.383784	0.08001107	4.797	0.0001
MAST	1	0.411173	0.15512905	2.651	0.0081
PROF	1	0.325347	0.32097104	1.014	0.3109
DOCT	1	1.212245	0.80974683	1.497	0.1346

Commodities  
Women Only

Model: MODEL1  
Dependent Variable: NEWEARN

## Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	23	1106.92415	48.12714	37.612	0.0001
Error	4020	5143.80738	1.27955		
C Total	4043	6250.73153			
Root MSE	1.13117	R-square	0.1771		
Dep Mean	9.37041	Adj R-sq	0.1724		
C.V.	12.07176				

## Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob >  T
INTERCEP	1	7.932154	0.15216206	52.130	0.0001
BLACK	1	-0.247044	0.07831479	-3.154	0.0016
ASIAN	1	0.179393	0.12157122	1.476	0.1401
HISP	1	-0.182611	0.05916342	-3.087	0.0020
OTHERS	1	-0.351236	0.36011258	-0.975	0.3294
SPOUSE	1	-0.139516	0.03954495	-3.528	0.0004
MENGLISH	1	0.359678	0.13141421	2.737	0.0062
MDISABLI	1	-0.390938	0.09958494	-3.926	0.0001
MMOBILLI	1	0.209872	0.26331491	0.797	0.4255
MPERSCAR	1	0.116555	0.12004098	0.971	0.3316
MCITIZEN	1	0.179100	0.09901528	1.809	0.0706
AGE2429	1	0.470680	0.10243404	4.595	0.0001
AGE3034	1	0.616061	0.09923307	6.208	0.0001
AGE3539	1	0.760539	0.09830368	7.737	0.0001
AGE4044	1	0.865859	0.09813814	8.823	0.0001
AGE4549	1	0.879970	0.09958372	8.836	0.0001
AGE5054	1	0.901083	0.10401473	8.663	0.0001
AGE5559	1	0.746266	0.11129050	6.706	0.0001
AGE6160	1	0.586257	0.10649766	5.505	0.0001
COLLESS	1	0.360668	0.04219002	8.549	0.0001
COLLGRAD	1	0.719881	0.05686094	12.660	0.0001
MAST	1	0.729647	0.08717766	8.370	0.0001
PROF	1	1.633554	0.08695559	18.786	0.0001
DOCT	1	1.429342	0.17005293	8.405	0.0001

Services  
Women Only



Model: MODEL1  
Dependent Variable: NEWEARN

## Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	23	522.34590	22.71069	22.630	0.0001
Error	3163	3174.34031	1.00359		
C Total	3186	3696.68622			
Root MSE	1.00179	R-square	0.1413		
Dep Mean	9.80258	Adj R-sq	0.1351		
C.V.	10.21967				

## Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob >  T
INTERCEP	1	8.639678	0.13872826	62.278	0.0001
BLACK	1	-0.398352	0.11972087	-3.327	0.0009
ASIAN	1	-0.389115	0.23599928	-1.649	0.0993
HISP	1	-0.370434	0.05404716	-6.854	0.0001
OTHERS	1	-0.818974	0.22522377	-3.636	0.0003
SPOUSE	1	0.317086	0.04647671	6.822	0.0001
MENGLISH	1	0.431253	0.09451092	4.563	0.0001
MUISABLI	1	-0.474828	0.08489510	-5.593	0.0001
MMOBILLI	1	-0.127349	0.29489983	-0.432	0.6659
MPERSCAR	1	-0.107033	0.13677652	-0.783	0.4340
MCITIZEN	1	0.005416	0.08379683	0.065	0.9485
AGE2429	1	0.408681	0.11039040	3.702	0.0002
AGE3034	1	0.483861	0.10635139	4.550	0.0001
AGE3539	1	0.460377	0.10711168	4.298	0.0001
AGE4044	1	0.569224	0.10835304	5.253	0.0001
AGE4549	1	0.649161	0.11065548	5.867	0.0001
AGE5054	1	0.625011	0.11358223	5.503	0.0001
AGE5559	1	0.492320	0.11936597	4.124	0.0001
AGE6160	1	0.207902	0.12061595	1.724	0.0849
COLLESS	1	0.203269	0.04208781	4.830	0.0001
COLLGRAD	1	0.502814	0.05962911	8.432	0.0001
MAST	1	0.477500	0.13116731	3.640	0.0003
PROF	1	0.341557	0.35580120	0.960	0.3371
DOCT	1	0.437876	0.33615218	1.303	0.1928

Construction  
Men Only